

First Selectman's Proof of Recusal for the May 4th, 2023, Board of Selectmen Meeting:

On the April 21st, Board of Selectmen meeting John Malsbenden stated that "the appearance of a conflict can be worse than the conflict itself".

Reasons for a Recusal in any decision related to Stephen Coyle and the recently terminated employee.

1. Rosemary is married to the Sewer & Water chair while the individual terminated was a Sewer & Water employee. That alone, is a conflict and, should be reason enough for a recusal. Remember that when dealing with ethical decisions, you must avoid even the appearance of acting unethical.
2. Sewer & Water Chairman, Stephen Coyle, had a strong working relationship with the terminated employee and lobbied for this employee to receive a \$30K salary increase, plus be paid overtime, and be able to take a town truck home every day even though she resides an hour away from Colchester.
3. Stephen Coyle developed, with the terminated employee, the Sewer & Water budget with rate & fee increases. Stephen Coyle instructed the terminated employee to withhold this information from the Public and even refused to provide the fee increases to the First Selectman after I formally requested it. This is FOI-able public information we are talking about. When I complained about this, Rosemary and Denise remained silent on the matter.
4. Town Phone records show the following transpired when the Sewer & Water employee was put on administrative leave:
 - A.) The Employee texted Stephen Coyle informing him that she "was put on paid administrative leave".
 - B.) Stephen Coyle texted back "Rosemary is all over it. Let me know when you're available to chat."
 - C.) Rosemary texted the employee directly "This is Rosemary. Please call me."
 - D.) Rosemary then called the employee directly.
 - E.) Then Denise Turner called the employee directly (proving that Rosemary, or Stephen Coyle, had immediately contacted Denise Turner to aid the employee being placed on administrative leave).
5. This is irrefutable proof that Stephen Coyle, Rosemary Coyle, and Denise Turner were "all over it" and were running to the aid of an employee who was placed on administrative leave showing their bias in this matter. NONE of them reached out to the First Selectman to find out what wrongdoing had taken place but rather ran to the aid of the employee.
6. Stephen Coyle has shown preferential treatment to the terminated employee in the past when he created a promotional job description in which only this employee could have possibly been qualified for. He sent me a somewhat black mailing email pushing for this employee to be promoted and claimed that the other two Sewer & Water Operators would resign if I did not agree to this job description &

promotion. After interviewing the other two Sewer & Water Operators, this blackmail threat was found to be false. I replied, and copied the Board of Selectmen, by cautioning Mr. Coyle of the inappropriateness of his actions and proposed job description. Rosemary and Denise were again silent on the matter.

7. Without approval from the First Selectman, Stephen Coyle closed an office at Town Hall during regular working hours to direct town employees whom he has no supervisory capacity. I addressed this violation in writing and copied the Board of Selectmen. Rosemary and Denise were again silent on the matter.
8. **Furthermore**, Board of Selectman member Jason LaChapelle revealed the following at the May 4th, 2023, Board of Selectmen meeting:

Denise Turner and Rosemary Coyle both **lobbied** Board of Selectman member Jason LaChapelle, to overturn the First Selectman's decision to put the employee on paid administrative leave WITHOUT HAVING ANY KNOWLEDGE OF THE SPECIFICS. Never has Rosemary, Denise, or Stephen contacted me directly to learn about the specific reasons for the termination.

Final Thoughts:

Remember that when dealing with ethical decisions, you must avoid even the appearance of acting unethically, showing bias, or being impartial in the decision-making process. This appearance must be avoided. Rosemary Coyle and Denise Turner must recuse themselves from this matter.

If Rosemary & Denise refuse to recuse themselves, we need to table this matter until a later date, so that I may reach out to the secretary of state or to a superior court judge and provide them with all of this documentation – and demand a ruling.